



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

January 15, 2004

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **REPORT ON FEASIBILITY OF FIVE-DAY LEAVE PROVISION FOR
COUNTY EMPLOYEES RETURNING FROM ACTIVE DUTY**

On November 14, 2003, President Bush signed into law a provision which grants federal employees who are returning from active duty in designated military campaigns, five days of paid leave from their civilian duties. On December 9, 2003, your Board, on a motion by Supervisor Antonovich, instructed the Director of Personnel to explore the feasibility of a five-day paid leave provision for County employees returning from active duty in response to the Worldwide Terrorist Crisis and to report back within 30 days.

In order to determine feasibility, we compared the County's present military benefits to those provided by the federal government. The federal government provides the following:

- 15 calendar days of paid leave each year
- 22 additional work days of paid leave for special emergency duty
- 5 days paid leave for returning employees

In contrast, the County provides the following:

- 30 days of paid leave at start of active duty (for employees with at least one year of County service)
- 720 days of County pay offset by military pay

While the County does not specifically provide for five days paid leave upon return from military duty, the County does provide for up to 720 days of full County pay, offset by military pay, while on military duty. The federal government only provides 15 days of paid leave each year for active military duty and an additional 22 days of paid leave for special emergency duty.

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Currently, there are approximately 100 County employees on active duty for the Worldwide Terrorist Crisis. An estimated cost to provide five additional days of leave for this number of County employees is approximately \$150,000 in salary only. This amount would increase based on additional employees being activated for the Worldwide Terrorist Crisis who later return to County service. Actual projected costs would depend on parameters established for this new program. For example, a determination would need to be made whether this is a one-time benefit since reservists may be called to active duty multiple times, and if there is a minimum amount of time that an employee has to serve before they are eligible for the five days, etc. In addition, implementation of such a program will require meetings with unions and an implementing ordinance.

We believe the benefits currently provided by the County of Los Angeles exceed the benefits of the federal government, even with the additional five days that the President recently authorized. However, given the circumstances of this unique situation and the current estimated minor cost for this additional benefit, we believe that while feasible, the implementation of this military leave provision would be a policy question for your Board to determine.

If you have any questions, please contact me or Susan Toy Stern, Chief Deputy Director, Human Resources at (213) 974-2631.

MJH:STS
SKT:SH

c: Executive Officer of the Board of Supervisors
Chief Administrative Officer
County Counsel
Department Heads

z: ML Five-day paid leave 1-14-04